

Line

1	Public Employer:	Township of Wyckoff	County:	Bergen
2	Employee Organization:	Policemen's Benevolent Association, Local No. 261	Number of Employees in Unit:	25
3	Base Year Contract Term:	January 1, 2015 - December 31, 2018		
4	New Contract Term:	January 1, 2018 - December 31, 2022		

5 ☒ Contract settled without neutral assistance

6 ☐ Contract settled with assistance of mediator

7 ☐ Contract settled with assistance of fact-finder

8 ☐ Contract settled in Interest Arbitration

9 If contract was settled in Interest Arbitration, did the Arbitrator issue an Award? Yes ☐ No ☐

10	Salary Costs in base year	\$	2,466,136
11	Longevity Costs in base year	\$	115,380
12	Other base year salary costs		
	Detective Pay	\$	4,500
		\$	
		\$	
		\$	
	Sum of "Other" Costs Listed in Line 12.	\$	4,500
13	Total Base Salary Cost: (sum of lines 10, 11, 12):	\$	2,586,016

SECTION IV: Increase in Base Salary Cost (for each year of New CNA)14 Total Base Salary Cost from Line 13: \$2,586,016

Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15 Effective Date (month/day/year)	<u>1/1/18</u>	<u>1/1/19</u>	<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u></u>
16 Cost of Salary Increments and Salary Increases (\$)	<u>\$102,055</u>	<u>\$87,423</u>	<u>\$73,000</u>	<u>\$73,000</u>	<u>\$73,000</u>	<u></u>
17 Salary Increase Above Increments (\$)	<u>**</u>	<u>**</u>	<u>**</u>	<u>**</u>	<u>**</u>	<u></u>
18 Longevity Increase (\$)	<u>\$3,404</u>	<u>\$6,639</u>	<u>\$5,544</u>	<u>\$5,508</u>	<u>\$8,330</u>	<u></u>
19 Total Increased Cost for "Other" Items (\$)	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u></u>
20 Total Increase (\$) (sum of lines 16-19)	<u>\$105,459</u>	<u>\$94,062</u>	<u>\$78,544</u>	<u>\$78,508</u>	<u>\$81,330</u>	<u></u>

SECTION V: Average Increase Over Term of New CNA

21 Dollar Increase Over Life of Contract \$437,903 [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract 16.93 % [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year 3.39 % [Divide percentage on Line 22 by number of years of the contract]

**New CNA established a 15 step guide for employees hired after 1/1/2010 to replace the 11 step guide that was previously in effect. Amounts reflected on Line Item 16 represent the total increase in base salary, inclusive of salary increments.

SECTION VI: Other Economic Items Outside Base Salary and Increases

		←Increases→						
24	Item Description	Base Year Cost (\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
	Clothing Allowance	\$21,875	\$0	\$0	\$0	\$0	\$0	
	Education Incentive Pay	\$1,500	\$0	\$0	\$0	\$0	\$0	
25	Totals (\$):	\$23,375	\$0	\$0	\$0	\$0	\$0	

SECTION VII: Medical Costs

Insurance Costs		Base Year	Year 1
26	Health Plan Cost	\$ 481,464	\$ 481,464
27	Prescription Plan Cost	\$	\$
28	Dental Plan Cost	\$	\$
29	Vision Plan Cost	\$	\$
30	Total Cost of Insurance	\$ 481,464	\$ 481,464

Employer: Township of WyckoffEmployee Organization: Policemen's Benevolent Association, Local No. 201

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SECTION VII: Medical Costs (continued)

31	Employee Insurance Contributions	\$ <u>108,225</u>	\$ <u>150,152</u>
32	Contributions as % of Total Insurance Cost	<u>22.5</u> %	<u>31.2</u> %

33 Identify any insurance changes that were included in this CNA.

N/A

SECTION VIII: Certification and Signature

34 The undersigned certifies that the foregoing figures are true:

Print Name:

DIANA McLEOD

Position/Title:

CFO

Signature:

[Signature]

Date:

1/29/18

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

NJ Public Employment Relations Commission
Conciliation and Arbitration
PO Box 429
Trenton, NJ 08625
Phone: 609-292-9898

Revised 8/2016